

**MONTANA  
PREVAILING WAGES RATES FOR NON  
CONSTRUCTION SERVICES  
2009**

***Rates Effective May 15, 2009***

**Brian Schweitzer, Governor  
State of Montana**

**Keith Kelly, Commissioner  
Department of Labor & Industry**

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates visit ERD at **[www.mtwagehourbopa.com](http://www.mtwagehourbopa.com)** or contact them at

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Montana Department of Labor and Industry  
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Helena, MT 59620-1503  
Phone 406-444-5600  
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**The Labor Standards Bureau welcomes questions, comments and suggestions from the public. In addition, we'll do our best to provide information in accessible format, on request, in compliance with the Americans with Disabilities Act.**

**NOTICE**

**RATES FOR VAN DRIVERS IN DISTRICT 3, COUNTER ATTENDANTS IN DISTRICTS 2 AND 3, AND DINNING ROOM ATTENDANTS IN DISTRICT 4 WILL CHANGE EFFECTIVE 7/24/09. PLEASE SEE PAGE 17 FOR VAN DRIVERS, PAGE 21 FOR COUNTER ATTENDANTS AND DINNING ROOM ATTENDANTS FOR THESE CHANGES**

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***MONTANA PREVAILING WAGE REQUIREMENTS***

The Commissioner of the Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 of the Montana Code Annotated, has determined the standard prevailing rate of wages for the occupations listed in this publication.

The wages specified herein control the prevailing rate of wages for the purposes of 18-2-401, et seq., Montana Code Annotated. It is required that each employer pay, as a minimum, the rate of wages, including fringe benefits, travel allowance and per diem applicable to the district in which the work is being performed, as provided in the attached wage determinations.

All Montana Prevailing Wage Rates are available on the Internet at **[www.mtwagehourbopa.com](http://www.mtwagehourbopa.com)** or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

In addition, this publication provides general information concerning compliance with Montana's Prevailing Wage Law and payment of prevailing wages. For detailed compliance information relating to Public Works projects and payment of prevailing wage rates, please consult the Regulations on the Internet at **[www.mtwagehourbopa.com](http://www.mtwagehourbopa.com)** or contact the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

**KEITH KELLY**  
Commissioner  
Department of Labor and Industry  
State of Montana

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## A. Date of Publication: May 15, 2009

### B. Definition of nonconstruction Services Occupations

Section 18-2-401 (9)(a)-(9)(l) of the Montana Code Annotated, defines

“nonConstruction Services as “*work performed by an individual, not including management, office or clerical work, for:*

- (a) the maintenance of publicly owned buildings and facilities, including public highways, roads, streets and alleys;*
- (b) custodial or security services for publicly owned buildings and facilities;*
- (c) grounds maintenance for publicly owned property;*
- (d) the operation of public drinking water supply, waste collection and waste disposal systems;*
- (e) law enforcement, including janitors and prison guards;*
- (f) fire protection;*
- (g) public or school transportation driving;*
- (h) nursing, nurse’s aide services, and medical laboratory technician services;*
- (i) material and mail handling;*
- (j) food service and cooking;*
- (k) motor vehicle and construction equipment repair and servicing; and*
- (l) appliance and office machine repair and servicing.”*

### C. Definition of Public Works Projects

The Montana Code Annotated (18-2-401 (11)(a)) defines “*public works contract*” as “*a contract for construction services let by the state, county, municipality, school district, or political subdivision or for nonconstruction services let by the state, county, municipality, or political subdivision in which the total cost of the contract is in excess of \$25,000...*”

## D. Prevailing Wage Schedule

This publication covers only nonconstruction Service occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rates schedules for Heavy, Highway, and Building Construction occupations can be found on the Internet at [www.mtwagehourbopa.com](http://www.mtwagehourbopa.com) or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

## E. Rates to use for Projects

Rates to be used on a public works projects are those that are in effect at the time the project and bid specifications are advertised.

## F. Fringe Benefits

Section 18-2-412 of the Montana Code Annotated states:

“(1) To fulfill the obligation...a contractor or subcontractor may:

*(a) pay the amount of fringe benefits and the basic hourly rate of pay that is part of the standard prevailing rate of wages directly to the worker or employee in cash;*

*(b) make an irrevocable contribution to a trustee or a third person pursuant to a fringe benefit fund, plan, or program that meets the requirements of the Employee Retirement Income Security Act of 1974 or that is a bona fide program approved by the United States department of labor; or*

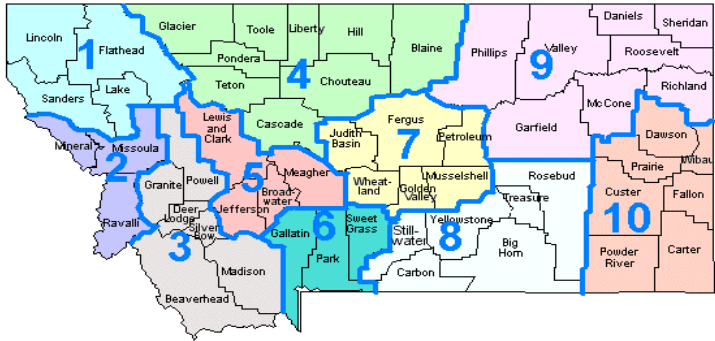
*(c) make payments using any combination of methods set forth in subsections (1)(a) and (1)(b) so that the aggregate of payments and contributions is not less than the standard prevailing rate of wages, including fringe benefits for health and welfare and pension contributions that meet the requirements of the Employee Retirement Income Security Act of 1974, travel, or other bona fide programs approved by the United States department of labor, that is applicable to the district for the particular type of work being performed.*

*(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income Security Act of 1974 or that are approved by the United States department of labor.”*

Fringe benefits are paid for all hours worked (straight time and overtime hours). However, fringe benefits are not to be considered a part of the hourly rate of pay for calculating overtime, unless there is a collectively bargained agreement in effect that specifies otherwise.

## G. Prevailing Wage Districts

Montana counties are aggregated into 10 districts for the purpose of prevailing wage. The prevailing wage districts are composed of the following counties:



**District 1 - Kalispell:** includes Flathead, Lake, Lincoln and Sanders counties

**District 2 - Missoula:** includes Mineral, Missoula and Ravalli counties

**District 3 - Butte:** includes Beaverhead, Deer Lodge, Granite, Madison, Powell and Silver Bow counties

**District 4 - Great Falls:** includes Blaine, Cascade, Chouteau, Glacier, Hill, Liberty, Pondera, Teton and Toole counties

**District 5 - Helena:** includes Broadwater, Jefferson, Lewis and Clark, and Meagher counties

**District 6 - Bozeman:** includes Gallatin, Park and Sweet Grass counties

**District 7 - Lewistown:** includes Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum and Wheatland counties

**District 8 - Billings:** includes Big Horn, Carbon, Rosebud, Stillwater, Treasure and Yellowstone counties

**District 9 - Glasgow:** includes Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan and Valley counties

**District 10 - Miles City:** includes Carter, Custer, Dawson, Fallon, Prairie, Powder River and Wibaux counties

## H. Apprentices

Wage rates for apprentices registered in approved federal or state apprenticeship programs are contained in those programs. However, apprentices not registered in approved federal or state apprenticeship programs will be paid the prevailing wage rate when working on a public works contract.

## I. Posting Notice of Prevailing Wages

Section 18-2-406, Montana Code Annotated, provides that contractors, subcontractors, and employers who are performing work or providing services under public works contracts, as provided in this part, shall post in a prominent and accessible site on the project or work area, not later than the first day of work, a legible statement of all wages and fringe benefits to be paid to the employees on such site or work area.

## J. Employment Preference

Sections 18-2-403 and 18-2-409, Montana Code Annotated, requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works contracts.

## K. Nonconstruction Services Occupations

### MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES:

- BOILER OPERATORS
- BUILDING INSPECTORS
- DITCH RIDERS
- ELEVATOR REPAIRERS
- HIGHWAY MAINTENANCE WORKERS
- JANITORS AND CLEANERS
- STREET CLEANERS/SWEEPERS

### GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY:

- CEMETERY WORKER
- FOREST AND CONSERVATION TECHNICIANS
- FOREST AND CONSERVATION WORKERS
- LANDSCAPING AND GROUNDSKEEPING WORKERS
- PEST CONTROL WORKERS
- PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS
- TREE TRIMMERS AND PRUNERS

### OPERATION OF PUBLIC DRINKING WATER SUPPLY, WASTE COLLECTION, AND WASTE DISPOSAL SYSTEMS:

- HAZARDOUS MATERIALS REMOVAL WORKERS
- METER READERS
- REFUSE AND RECYCLABLE COLLECTORS
- SANITARY LANDFILL OPERATORS/ATTENDENTS
- SEWER PIPE CLEANERS AND REPAIRERS
- WASTEWATER TREATMENT PLANT ATTENDENTS
- WASTEWATER TREATMENT PLANT OPERATORS

**LAW ENFORCEMENT, INCLUDING JAILERS AND CORRECTIONAL OFFICERS:**

ANIMAL CONTROL OFFICERS  
BAILIFFS  
CORRECTIONAL OFFICERS AND JAILERS  
DISPATCHERS  
PARKING ENFORCEMENT OFFICERS  
PROBATION OFFICERS  
SECURITY GUARDS (ARMED)  
SECURITY GUARDS (UNARMED)

**FIRE PROTECTION:**

FIREFIGHTERS  
FIRE MARSHALLS

**PUBLIC OR SCHOOL TRANSPORTATION DRIVING:**

BUS DRIVERS (SCHOOL)  
BUS DRIVERS  
TRUCK DRIVERS (LIGHT OR DELIVERY)  
VAN DRIVERS (SHUTTLE)

**NURSING, MEDICAL, AND LABORATORY TECHNICIAN SERVICES:**

ADVANCED PRACTICE NURSES  
EMERGENCY MEDICAL TECHNICIANS  
HOME HEALTH AIDES  
LICENSED PRACTICAL NURSES  
MEDICAL LABORATORY TECHNICIANS  
MEDICAL LABORATORY TECHNOLOGISTS  
NURSES (COMMUNITY HEALTH)  
NURSES (OFFICE)  
NURSING AIDES, ORDERLIES, AND ATTENDENTS  
PHYSICIAN ASSISTANTS  
REGISTERED NURSES (GENERAL DUTY)

**MATERIAL AND MAIL HANDLING:**

FREIGHT, STOCK, AND MATERIAL HANDLERS  
MAIL CARRIERS  
MAIL SORTERS, PROCESSORS

**FOOD SERVICE:**

COOKS, INSTITUTION OR CAFETERIA  
COUNTER ATTENDENTS  
DINING ROOM ATTENDANTS  
FOOD PREPARATION WORKERS

**MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING:**

AUTOMOTIVE MECHANICS  
BUS AND TRUCK MECHANICS (DIESEL ENGINES)  
CONSTRUCTION EQUIPMENT MECHANICS

**MACHINE REPAIR AND SERVICING:**

COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS

**WAGE RATES**

**MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES:**

**BOILER OPERATORS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$17.60     | \$4.21         |
| District 2  | \$20.46     | \$4.37         |
| District 3  | \$18.84     | \$4.39         |
| District 4  | \$14.68     | \$3.77         |
| District 5  | \$15.60     | \$4.04         |
| District 6  | \$16.14     | \$3.71         |
| District 7  | \$15.62     | \$3.73         |
| District 8  | \$16.30     | \$4.56         |
| District 9  | \$15.96     | \$4.39         |
| District 10 | \$16.70     | \$5.46         |

**BUILDING INSPECTORS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$23.12     | \$4.54         |
| District 2  | \$21.46     | \$7.49         |
| District 3  | \$22.16     | \$7.14         |
| District 4  | \$23.58     | \$7.49         |
| District 5  | \$22.16     | \$7.14         |
| District 6  | \$22.16     | \$7.14         |
| District 7  | \$22.59     | \$7.14         |
| District 8  | \$22.16     | \$7.14         |
| District 9  | \$22.61     | \$5.82         |
| District 10 | \$21.46     | \$7.49         |

**DITCH RIDERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$13.99     | \$4.68         |
| District 2  | \$13.08     | \$6.96         |
| District 3  | \$11.32     | \$4.83         |
| District 4  | \$14.91     | \$4.42         |
| District 5  | \$13.67     | \$4.06         |
| District 6  | \$11.93     | \$3.77         |
| District 7  | \$12.82     | \$4.15         |
| District 8  | \$10.00     | \$4.68         |
| District 9  | \$12.38     | \$4.42         |
| District 10 | \$10.00     | \$4.68         |

## ELEVATOR REPAIRERS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$41.91 | \$16.46 |
| District 2  | \$41.91 | \$16.46 |
| District 3  | \$41.91 | \$16.46 |
| District 4  | \$41.91 | \$16.46 |
| District 5  | \$41.91 | \$16.46 |
| District 6  | \$41.91 | \$16.46 |
| District 7  | \$41.91 | \$16.46 |
| District 8  | \$41.91 | \$16.46 |
| District 9  | \$41.91 | \$16.46 |
| District 10 | \$41.91 | \$16.46 |

### Travel: (All Districts)

0-15 mi. free zone

16-25 mi. \$33.55

26-35 mi. \$67.11

35+ mi. actual travel time (at the prevailing wage rate) + \$0.63/mi.

### Per Diem: (All Districts)

\$72.55/day

## HIGHWAY MAINTENANCE WORKERS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$17.89 | \$5.83  |
| District 2  | \$17.62 | \$5.81  |
| District 3  | \$17.55 | \$5.79  |
| District 4  | \$13.59 | \$4.00  |
| District 5  | \$17.96 | \$6.34  |
| District 6  | \$20.93 | \$8.56  |
| District 7  | \$17.30 | \$5.86  |
| District 8  | \$16.34 | \$4.85  |
| District 9  | \$16.75 | \$4.94  |
| District 10 | \$16.06 | \$4.88  |

### Duties Include:

Patching pavement, repairing guard rails, clearing brush, and plowing snow. Maintains highways, municipal and rural roads, airport runways, and right-of-ways.

## JANITORS AND CLEANERS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$13.19 | \$4.38  |
| District 2  | \$10.33 | \$4.37  |
| District 3  | \$11.52 | \$4.00  |
| District 4  | \$12.02 | \$3.29  |
| District 5  | \$11.20 | \$3.63  |
| District 6  | \$12.68 | \$3.36  |
| District 7  | \$10.98 | \$3.21  |
| District 8  | \$ 9.90 | \$3.29  |
| District 9  | \$11.56 | \$4.98  |
| District 10 | \$11.03 | \$4.50  |

### Duties Include:

Heavy cleaning, routine maintenance, tending boiler or furnace, and removing debris or snow from sidewalks.

## STREET CLEANERS/SWEEPERS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$14.09 | \$5.67  |
| District 2  | \$15.81 | \$4.97  |
| District 3  | \$15.81 | \$4.97  |
| District 4  | \$14.37 | \$5.87  |
| District 5  | \$14.34 | \$5.89  |
| District 6  | \$15.81 | \$4.97  |
| District 7  | \$16.06 | \$5.36  |
| District 8  | \$17.11 | \$4.94  |
| District 9  | \$16.02 | \$4.81  |
| District 10 | \$16.94 | \$4.05  |

## GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

## CEMETERY WORKER

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$12.15 | \$2.78  |
| District 2  | \$11.88 | \$2.78  |
| District 3  | \$11.88 | \$2.78  |
| District 4  | \$11.63 | \$2.78  |
| District 5  | \$11.63 | \$2.78  |
| District 6  | \$11.23 | \$2.78  |
| District 7  | \$11.23 | \$2.78  |
| District 8  | \$11.23 | \$2.78  |
| District 9  | \$11.23 | \$2.78  |
| District 10 | \$11.23 | \$2.78  |

## FOREST CONSERVATION TECHNICIANS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$14.62 | \$1.12  |
| District 2  | \$15.24 | \$1.12  |
| District 3  | \$15.73 | \$1.12  |
| District 4  | \$13.80 | \$1.12  |
| District 5  | \$14.00 | \$1.12  |
| District 6  | \$15.00 | \$1.12  |
| District 7  | \$15.10 | \$1.12  |
| District 8  | \$15.00 | \$1.12  |
| District 9  | \$14.65 | \$1.12  |
| District 10 | \$15.24 | \$1.12  |

**Duties Include:** Compile data pertaining to size, content, condition, and other characteristics of forest tracts, under direction of foresters; train and lead forest workers in forest propagation, fire prevention and suppression. May assist conservation scientists in managing, improving, and protecting rangelands and wildlife habitats, and help provide technical assistance regarding the conservation of soil, water, and related natural resources.

### Occupations Include:

Timber Markers

## FOREST CONSERVATION WORKERS

### No Rate Established

### Occupations Include:

Tree Planters

**LANDSCAPING AND GROUNDSKEEPING WORKERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$11.96     | \$4.06         |
| District 2  | \$12.46     | \$5.84         |
| District 3  | \$ 8.25     | \$4.10         |
| District 4  | \$12.11     | \$2.66         |
| District 5  | \$12.08     | \$3.33         |
| District 6  | \$13.44     | \$3.69         |
| District 7  | \$12.09     | \$3.27         |
| District 8  | \$11.52     | \$5.42         |
| District 9  | \$10.34     | \$3.42         |
| District 10 | \$16.58     | \$3.06         |

**PEST CONTROL WORKERS**

|             | <b>Wage</b> | <b>Benefit</b>      |
|-------------|-------------|---------------------|
| District 1  | \$10.98     | No Rate Established |
| District 2  | \$10.71     | No Rate Established |
| District 3  | \$10.98     | No Rate Established |
| District 4  | \$11.16     | No Rate Established |
| District 5  | \$11.16     | No Rate Established |
| District 6  | \$14.54     | No Rate Established |
| District 7  | \$14.54     | No Rate Established |
| District 8  | \$14.79     | No Rate Established |
| District 9  | \$14.79     | No Rate Established |
| District 10 | \$14.79     | No Rate Established |

**PESTICIDE HANDLERS, SPRAYERS AND APPLICATORS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$12.67     | \$2.15         |
| District 2  | \$11.98     | \$2.55         |
| District 3  | \$12.49     | \$2.55         |
| District 4  | \$12.34     | \$2.15         |
| District 5  | \$13.93     | \$2.15         |
| District 6  | \$14.46     | \$2.55         |
| District 7  | \$13.28     | \$2.35         |
| District 8  | \$14.88     | \$2.55         |
| District 9  | \$14.53     | \$3.12         |
| District 10 | \$14.65     | \$2.55         |

**TREE TRIMMERS AND PRUNERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$19.45     | \$8.56         |
| District 2  | \$19.45     | \$8.56         |
| District 3  | \$20.21     | \$8.56         |
| District 4  | \$19.45     | \$8.56         |
| District 5  | \$19.31     | \$8.56         |
| District 6  | \$20.93     | \$8.56         |
| District 7  | \$20.93     | \$8.56         |
| District 8  | \$20.93     | \$8.56         |
| District 9  | \$19.45     | \$8.56         |
| District 10 | \$19.45     | \$8.56         |

**OPERATION OF PUBLIC DRINKING WATER  
SUPPLY, WASTE COLLECTION, AND WASTE DISPOSAL SYSTEMS****HAZARDOUS MATERIALS REMOVAL WORKERS****No Rate Established****METER READERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$12.39     | \$3.29         |
| District 2  | \$12.16     | \$4.44         |
| District 3  | \$13.39     | \$5.35         |
| District 4  | \$13.58     | \$2.48         |
| District 5  | \$13.29     | \$4.07         |
| District 6  | \$14.20     | \$4.52         |
| District 7  | \$14.58     | \$4.60         |
| District 8  | \$15.32     | \$5.20         |
| District 9  | \$15.00     | \$6.79         |
| District 10 | \$15.05     | \$4.92         |

**REFUSE AND RECYCLABLE COLLECTORS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$15.37     | \$4.50         |
| District 2  | \$15.48     | \$4.54         |
| District 3  | \$16.12     | \$4.54         |
| District 4  | \$14.48     | \$4.35         |
| District 5  | \$17.18     | \$6.20         |
| District 6  | \$20.93     | \$8.56         |
| District 7  | \$15.23     | \$5.35         |
| District 8  | \$11.03     | \$2.62         |
| District 9  | \$14.41     | \$3.39         |
| District 10 | \$15.00     | \$2.62         |

**SANITARY LANDFILL OPERATORS/ATTENDANTS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$17.73     | \$6.33         |
| District 2  | \$16.03     | \$5.88         |
| District 3  | \$18.12     | \$6.59         |
| District 4  | \$15.72     | \$6.18         |
| District 5  | \$19.46     | \$7.09         |
| District 6  | \$19.46     | \$7.09         |
| District 7  | \$16.01     | \$6.37         |
| District 8  | \$14.32     | \$5.32         |
| District 9  | \$13.21     | \$5.93         |
| District 10 | \$14.32     | \$5.32         |

**SEWER PIPE CLEANERS/REPAIRERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$19.16     | \$8.56         |
| District 2  | \$19.16     | \$8.56         |
| District 3  | \$20.93     | \$8.56         |
| District 4  | \$19.16     | \$8.56         |
| District 5  | \$20.93     | \$8.56         |
| District 6  | \$20.93     | \$8.56         |
| District 7  | \$20.93     | \$8.56         |
| District 8  | \$20.93     | \$8.56         |
| District 9  | \$19.16     | \$8.56         |
| District 10 | \$19.16     | \$8.56         |

**WASTE WATER TREATMENT PLANT ATTENDANTS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$11.94     | \$3.68         |
| District 2  | \$13.01     | \$4.24         |
| District 3  | \$13.20     | \$4.70         |
| District 4  | \$15.71     | \$3.12         |
| District 5  | \$13.37     | \$3.50         |
| District 6  | \$12.32     | \$3.10         |
| District 7  | \$14.42     | \$3.62         |
| District 8  | \$13.57     | \$3.94         |
| District 9  | \$14.35     | \$3.34         |
| District 10 | \$13.67     | \$3.79         |

**WASTE WATER TREATMENT PLANT OPERATORS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$17.68     | \$5.83         |
| District 2  | \$17.74     | \$5.54         |
| District 3  | \$17.75     | \$6.38         |
| District 4  | \$16.82     | \$5.59         |
| District 5  | \$17.66     | \$6.27         |
| District 6  | \$20.93     | \$8.56         |
| District 7  | \$17.18     | \$5.79         |
| District 8  | \$17.16     | \$6.51         |
| District 9  | \$16.67     | \$4.20         |
| District 10 | \$16.77     | \$4.97         |

**Occupations Include:**

Pump Station Operator; Water Treatment Plant Operator

**LAW ENFORCEMENT, INCLUDING JAILERS AND CORRECTIONAL OFFICERS****ANIMAL CONTROL OFFICERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$12.58     | \$3.92         |
| District 2  | \$13.59     | \$5.27         |
| District 3  | \$14.15     | \$4.79         |
| District 4  | \$12.75     | \$4.24         |
| District 5  | \$13.78     | \$4.52         |
| District 6  | \$15.93     | \$5.49         |
| District 7  | \$14.55     | \$5.87         |
| District 8  | \$14.60     | \$6.62         |
| District 9  | \$12.89     | \$6.07         |
| District 10 | \$13.59     | \$5.27         |

**CORRECTIONAL OFFICERS AND JAILERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$14.53     | \$5.41         |
| District 2  | \$11.61     | \$4.33         |
| District 3  | \$13.00     | \$3.30         |
| District 4  | \$15.06     | \$5.59         |
| District 5  | \$15.01     | \$5.66         |
| District 6  | \$16.74     | \$6.41         |
| District 7  | \$11.56     | \$2.76         |
| District 8  | \$15.36     | \$6.10         |
| District 9  | \$14.08     | \$5.38         |
| District 10 | \$15.12     | \$6.29         |

**DISPATCHERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$13.46     | \$4.78         |
| District 2  | \$12.72     | \$4.43         |
| District 3  | \$14.24     | \$4.69         |
| District 4  | \$12.52     | \$4.03         |
| District 5  | \$15.44     | \$5.67         |
| District 6  | \$17.34     | \$6.52         |
| District 7  | \$11.56     | \$2.76         |
| District 8  | \$12.96     | \$2.21         |
| District 9  | \$12.71     | \$3.00         |
| District 10 | \$15.87     | \$3.29         |

**PARKING ENFORCEMENT OFFICERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$13.15     | \$7.09         |
| District 2  | \$13.15     | \$7.09         |
| District 3  | \$13.15     | \$7.09         |
| District 4  | \$13.15     | \$7.09         |
| District 5  | \$13.15     | \$7.09         |
| District 6  | \$13.15     | \$7.09         |
| District 7  | \$13.15     | \$7.09         |
| District 8  | \$13.15     | \$7.09         |
| District 9  | \$13.15     | \$7.09         |
| District 10 | \$13.15     | \$7.09         |



**PROBATION OFFICERS****No Rate Established****SECURITY GUARDS (Armed)**

|             | <b>Wage</b> | <b>Benefit</b>      |
|-------------|-------------|---------------------|
| District 1  | \$21.00     | No Rate Established |
| District 2  | \$21.00     | No Rate Established |
| District 3  | \$21.00     | No Rate Established |
| District 4  | \$21.00     | No Rate Established |
| District 5  | \$21.00     | No Rate Established |
| District 6  | \$21.00     | No Rate Established |
| District 7  | \$21.00     | No Rate Established |
| District 8  | \$21.00     | No Rate Established |
| District 9  | \$21.00     | No Rate Established |
| District 10 | \$21.00     | No Rate Established |

**SECURITY GUARDS (Unarmed)**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$ 9.00     | \$3.70         |
| District 2  | \$11.00     | \$3.70         |
| District 3  | \$10.96     | \$3.70         |
| District 4  | \$10.00     | \$3.70         |
| District 5  | \$10.00     | \$3.70         |
| District 6  | \$10.50     | \$3.70         |
| District 7  | \$10.50     | \$3.70         |
| District 8  | \$10.50     | \$3.70         |
| District 9  | \$10.50     | \$3.70         |
| District 10 | \$10.50     | \$3.70         |

**FIRE PROTECTION****FIRE MARSHALLS****No Rate Established****FIREFIGHTERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$19.79     | \$3.24         |
| District 2  | \$19.79     | \$3.24         |
| District 3  | \$19.79     | \$3.24         |
| District 4  | \$14.98     | \$3.24         |
| District 5  | \$16.53     | \$3.24         |
| District 6  | \$13.00     | \$6.59         |
| District 7  | \$14.65     | \$6.59         |
| District 8  | \$14.90     | \$7.39         |
| District 9  | \$15.16     | \$7.36         |
| District 10 | \$15.23     | \$7.36         |

**PUBLIC OR SCHOOL TRANSPORTATION DRIVING****BUS DRIVERS (SCHOOL)**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$16.11     | \$2.57         |
| District 2  | \$19.00     | \$2.88         |
| District 3  | \$13.81     | \$3.73         |
| District 4  | \$14.67     | \$4.83         |
| District 5  | \$16.50     | \$1.89         |
| District 6  | \$14.31     | \$7.81         |
| District 7  | \$12.72     | \$2.22         |
| District 8  | \$14.49     | \$2.33         |
| District 9  | \$14.18     | \$5.39         |
| District 10 | \$13.48     | \$2.42         |

**BUS DRIVERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$14.51     | \$5.09         |
| District 2  | \$12.69     | \$3.95         |
| District 3  | \$12.00     | \$1.00         |
| District 4  | \$14.51     | \$5.09         |
| District 5  | \$12.00     | \$3.85         |
| District 6  | \$12.00     | \$1.00         |
| District 7  | \$12.00     | \$3.89         |
| District 8  | \$12.00     | \$1.00         |
| District 9  | \$12.00     | \$5.00         |
| District 10 | \$11.52     | \$4.58         |

**TRUCK DRIVERS (Light or Delivery)**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$14.86     | \$3.11         |
| District 2  | \$13.18     | \$3.22         |
| District 3  | \$13.26     | \$3.58         |
| District 4  | \$ 8.50     | \$4.51         |
| District 5  | \$12.00     | \$4.30         |
| District 6  | \$14.46     | \$3.62         |
| District 7  | \$15.44     | \$5.90         |
| District 8  | \$15.39     | \$4.00         |
| District 9  | \$14.20     | \$4.00         |
| District 10 | \$13.00     | \$4.00         |



**VAN DRIVERS (Shuttle)**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$ 9.29     | \$2.52         |
| District 2  | \$ 6.55     | \$1.83         |
| District 3  | \$ 6.55*    | \$0.50         |
| District 4  | \$11.50     | \$2.52         |
| District 5  | \$ 8.93     | \$1.50         |
| District 6  | \$10.00     | \$0.50         |
| District 7  | \$ 9.16     | \$1.71         |
| District 8  | \$ 8.00     | \$2.80         |
| District 9  | \$11.50     | \$2.52         |
| District 10 | \$ 8.00     | \$2.80         |

\* Effective 7/24/09 the standard prevailing wage rate (wage and benefits) will increase to \$7.25. In Compliance with Montana Wage and Hour laws the standard prevailing wage rate can not be less than the federal minimum wage or Montana's minimum wage, whichever is greater.

**NURSING, MEDICAL AND LABORATORY TECHNICIAN SERVICES****ADVANCED PRACTICE NURSES**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$31.83     | \$ 5.56        |
| District 2  | \$35.26     | \$ 6.47        |
| District 3  | \$37.57     | \$ 3.33        |
| District 4  | \$47.00     | \$10.00        |
| District 5  | \$35.24     | \$ 5.02        |
| District 6  | \$31.48     | \$ 5.00        |
| District 7  | \$30.74     | \$ 5.03        |
| District 8  | \$19.96     | \$ 2.88        |
| District 9  | \$27.44     | \$ 5.14        |
| District 10 | \$24.98     | \$ 3.96        |

**Occupations Include:**

Nurse Practitioners, Clinical Nurse Specialists, Nurse Anesthetists, and Nurse Midwives.

**EMERGENCY MEDICAL TECHNICIANS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$10.00     | \$5.03         |
| District 2  | \$10.00     | \$5.03         |
| District 3  | \$12.00     | \$5.03         |
| District 4  | \$12.01     | \$5.03         |
| District 5  | \$12.00     | \$5.03         |
| District 6  | \$12.00     | \$5.03         |
| District 7  | \$12.00     | \$5.03         |
| District 8  | \$12.00     | \$5.03         |
| District 9  | \$12.00     | \$5.03         |
| District 10 | \$10.00     | \$5.03         |

**HOME HEALTH AIDES**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$13.00     | \$3.32         |
| District 2  | \$ 9.13     | \$3.32         |
| District 3  | \$11.39     | \$4.20         |
| District 4  | \$11.84     | \$4.20         |
| District 5  | \$ 9.00     | \$4.20         |
| District 6  | \$13.98     | \$2.89         |
| District 7  | \$11.00     | \$2.89         |
| District 8  | \$10.21     | \$2.82         |
| District 9  | \$ 9.36     | \$3.18         |
| District 10 | \$ 9.10     | \$3.18         |

**LICENSED PRACTICAL NURSES**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$21.76     | \$7.62         |
| District 2  | \$16.97     | \$4.28         |
| District 3  | \$17.08     | \$3.65         |
| District 4  | \$16.07     | \$4.42         |
| District 5  | \$16.61     | \$4.50         |
| District 6  | \$16.92     | \$4.79         |
| District 7  | \$16.22     | \$4.18         |
| District 8  | \$16.50     | \$3.79         |
| District 9  | \$16.00     | \$3.50         |
| District 10 | \$16.02     | \$3.81         |

**MEDICAL LABORATORY TECHNICIANS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$14.00     | \$4.71         |
| District 2  | \$18.92     | \$4.86         |
| District 3  | \$19.26     | \$4.82         |
| District 4  | \$20.28     | \$4.70         |
| District 5  | \$23.06     | \$3.99         |
| District 6  | \$22.82     | \$4.76         |
| District 7  | \$22.38     | \$4.62         |
| District 8  | \$18.40     | \$5.11         |
| District 9  | \$19.19     | \$4.43         |
| District 10 | \$17.96     | \$4.76         |

**MEDICAL LABORATORY TECHNOLOGISTS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$26.36     | \$6.67         |
| District 2  | \$25.79     | \$6.89         |
| District 3  | \$28.66     | \$7.01         |
| District 4  | \$22.93     | \$5.91         |
| District 5  | \$23.71     | \$6.05         |
| District 6  | \$22.49     | \$5.07         |
| District 7  | \$22.91     | \$5.44         |
| District 8  | \$22.65     | \$5.37         |
| District 9  | \$25.44     | \$6.18         |
| District 10 | \$25.44     | \$6.18         |

**NURSES (COMMUNITY HEALTH)**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$20.96     | \$5.93         |
| District 2  | \$20.93     | \$5.69         |
| District 3  | \$20.93     | \$5.69         |
| District 4  | \$20.25     | \$6.59         |
| District 5  | \$20.96     | \$5.93         |
| District 6  | \$20.93     | \$5.69         |
| District 7  | \$20.25     | \$6.59         |
| District 8  | \$20.93     | \$5.69         |
| District 9  | \$20.27     | \$6.25         |
| District 10 | \$20.93     | \$5.69         |

**NURSES (OFFICE)**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$15.37     | \$2.20         |
| District 2  | \$13.99     | \$4.81         |
| District 3  | \$15.65     | \$3.73         |
| District 4  | \$17.90     | \$1.78         |
| District 5  | \$15.72     | \$4.16         |
| District 6  | \$12.47     | \$5.83         |
| District 7  | \$14.00     | \$2.00         |
| District 8  | \$15.38     | \$5.17         |
| District 9  | \$17.32     | \$3.13         |
| District 10 | \$18.46     | \$5.48         |

**NURSING AIDES, ORDERLIES, AND ATTENDANTS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$ 9.35     | \$1.40         |
| District 2  | \$ 9.76     | \$3.05         |
| District 3  | \$11.65     | \$3.97         |
| District 4  | \$10.15     | \$1.71         |
| District 5  | \$11.04     | \$6.54         |
| District 6  | \$11.03     | \$4.18         |
| District 7  | \$10.55     | \$4.94         |
| District 8  | \$11.76     | \$2.50         |
| District 9  | \$ 9.72     | \$2.63         |
| District 10 | \$10.29     | \$2.31         |

**Occupations Include:**

Certified Nursing Assistants, Hospital Aides, Infirmary Attendants

**PHYSICIAN ASSISTANTS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$34.21     | \$6.62         |
| District 2  | \$36.81     | \$8.05         |
| District 3  | \$36.70     | \$6.68         |
| District 4  | \$30.03     | \$5.81         |
| District 5  | \$34.89     | \$5.23         |
| District 6  | \$38.88     | \$6.25         |
| District 7  | \$35.47     | \$6.42         |
| District 8  | \$34.72     | \$6.57         |
| District 9  | \$34.54     | \$7.20         |
| District 10 | \$36.51     | \$7.59         |

**REGISTERED NURSES (GENERAL DUTY)**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$18.09     | \$5.50         |
| District 2  | \$28.32     | \$6.09         |
| District 3  | \$26.12     | \$6.88         |
| District 4  | \$24.44     | \$6.01         |
| District 5  | \$22.17     | \$4.67         |
| District 6  | \$25.12     | \$5.96         |
| District 7  | \$24.20     | \$5.61         |
| District 8  | \$24.77     | \$5.88         |
| District 9  | \$23.57     | \$4.34         |
| District 10 | \$21.68     | \$5.09         |

**MATERIAL AND MAIL HANDLING****FREIGHT, STOCK, AND MATERIAL HANDLERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$10.53     | \$1.50         |
| District 2  | \$11.37     | \$4.15         |
| District 3  | \$15.00     | \$3.53         |
| District 4  | \$10.85     | \$1.50         |
| District 5  | \$11.36     | \$1.50         |
| District 6  | \$11.50     | \$3.51         |
| District 7  | \$11.24     | \$1.50         |
| District 8  | \$12.24     | \$2.32         |
| District 9  | \$11.13     | \$1.50         |
| District 10 | \$11.24     | \$4.00         |

**MAIL CARRIERS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$11.89     | \$4.73         |
| District 2  | \$11.81     | \$5.73         |
| District 3  | \$14.85     | \$4.00         |
| District 4  | \$10.94     | \$4.11         |
| District 5  | \$18.65     | \$4.00         |
| District 6  | \$18.65     | \$4.00         |
| District 7  | \$18.65     | \$4.00         |
| District 8  | \$14.14     | \$4.45         |
| District 9  | \$10.94     | \$4.11         |
| District 10 | \$14.14     | \$4.45         |

**MAIL SORTERS/PROCESSORS**

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$ 9.77     | \$3.00         |
| District 2  | \$ 9.85     | \$3.00         |
| District 3  | \$10.18     | \$3.00         |
| District 4  | \$ 9.35     | \$3.00         |
| District 5  | \$10.77     | \$3.00         |
| District 6  | \$10.77     | \$3.00         |
| District 7  | \$ 8.82     | \$3.00         |
| District 8  | \$ 9.43     | \$3.00         |
| District 9  | \$ 9.43     | \$3.00         |
| District 10 | \$ 9.43     | \$3.00         |

## FOOD SERVICE

### COOKS, INSTITUTION OR CAFETERIA

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$11.57 | \$4.01  |
| District 2  | \$10.63 | \$4.52  |
| District 3  | \$11.19 | \$3.51  |
| District 4  | \$11.37 | \$3.59  |
| District 5  | \$10.74 | \$3.87  |
| District 6  | \$10.82 | \$4.83  |
| District 7  | \$11.43 | \$2.89  |
| District 8  | \$10.55 | \$2.71  |
| District 9  | \$ 9.53 | \$3.48  |
| District 10 | \$10.03 | \$2.56  |

### COUNTER ATTENDANTS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$6.55  | \$2.07  |
| District 2  | \$6.55* | \$0.44  |
| District 3  | \$6.55* | \$0.44  |
| District 4  | \$8.33  | \$2.07  |
| District 5  | \$8.01  | \$2.07  |
| District 6  | \$8.00  | \$0.44  |
| District 7  | \$8.29  | \$2.07  |
| District 8  | \$8.21  | \$2.07  |
| District 9  | \$8.32  | \$2.07  |
| District 10 | \$8.21  | \$2.07  |

\* Effective 7/24/09 the standard prevailing wage rate (wage and benefits) will increase to \$7.25. In Compliance with Montana Wage and Hour laws the standard prevailing wage rate can not be less than the federal minimum wage or Montana's minimum wage, whichever is greater.

### DINNING ROOM ATTENDANTS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$6.55  | \$2.93  |
| District 2  | \$6.55  | \$2.37  |
| District 3  | \$8.16  | \$2.90  |
| District 4  | \$7.50* | \$0.20  |
| District 5  | \$9.32  | \$4.66  |
| District 6  | \$9.47  | \$1.39  |
| District 7  | \$8.70  | \$2.26  |
| District 8  | \$8.74  | \$1.74  |
| District 9  | \$7.88  | \$1.59  |
| District 10 | \$7.15  | \$2.44  |

\* Effective 7/24/09 the standard prevailing wage rate (wage and benefits) will increase to \$7.25. In Compliance with Montana Wage and Hour laws the standard prevailing wage rate can not be less than the federal minimum wage or Montana's minimum wage, whichever is greater.

## FOOD PREPARATION WORKERS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$11.93 | \$2.59  |
| District 2  | \$ 9.55 | \$3.47  |
| District 3  | \$10.34 | \$3.30  |
| District 4  | \$ 9.12 | \$2.31  |
| District 5  | \$ 8.00 | \$2.89  |
| District 6  | \$10.04 | \$4.56  |
| District 7  | \$ 9.71 | \$3.22  |
| District 8  | \$10.58 | \$3.43  |
| District 9  | \$10.56 | \$4.08  |
| District 10 | \$ 9.28 | \$2.57  |

## MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

### AUTOMOTIVE MECHANICS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$17.40 | \$2.92  |
| District 2  | \$17.91 | \$2.99  |
| District 3  | \$15.79 | \$1.00  |
| District 4  | \$15.02 | \$3.73  |
| District 5  | \$17.80 | \$3.22  |
| District 6  | \$18.00 | \$2.95  |
| District 7  | \$17.79 | \$2.86  |
| District 8  | \$16.46 | \$3.26  |
| District 9  | \$15.40 | \$2.52  |
| District 10 | \$15.32 | \$2.88  |

### BUS & TRUCK MECHANICS (DIESEL ENGINE)

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$20.38 | \$4.05  |
| District 2  | \$16.69 | \$3.22  |
| District 3  | \$18.75 | \$3.54  |
| District 4  | \$16.92 | \$5.73  |
| District 5  | \$18.51 | \$4.79  |
| District 6  | \$18.44 | \$2.82  |
| District 7  | \$15.87 | \$4.62  |
| District 8  | \$16.52 | \$3.55  |
| District 9  | \$12.50 | \$4.89  |
| District 10 | \$14.34 | \$3.64  |

### CONSTRUCTION EQUIPMENT MECHANICS

|             | Wage    | Benefit |
|-------------|---------|---------|
| District 1  | \$20.66 | \$5.97  |
| District 2  | \$19.70 | \$2.50  |
| District 3  | \$23.40 | \$6.65  |
| District 4  | \$16.50 | \$3.95  |
| District 5  | \$20.34 | \$6.45  |
| District 6  | \$20.60 | \$6.68  |
| District 7  | \$19.15 | \$5.59  |
| District 8  | \$20.19 | \$6.36  |
| District 9  | \$16.50 | \$3.95  |
| District 10 | \$19.35 | \$6.02  |

## MACHINE REPAIR AND SERVICING

### COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS

|             | <b>Wage</b> | <b>Benefit</b> |
|-------------|-------------|----------------|
| District 1  | \$16.49     | \$5.47         |
| District 2  | \$17.08     | \$5.47         |
| District 3  | \$17.08     | \$5.47         |
| District 4  | \$17.08     | \$5.47         |
| District 5  | \$16.49     | \$5.47         |
| District 6  | \$17.08     | \$5.47         |
| District 7  | \$17.08     | \$5.47         |
| District 8  | \$17.08     | \$5.47         |
| District 9  | \$17.08     | \$5.47         |
| District 10 | \$17.08     | \$5.47         |